RESEARCH BULLETIN

TRENDS IN COLLECTIVE BARGAINING

SETTLEMENTS IN NOVA SCOTIA

1983

Province of Nova Scotia
DEPARTMENT of LABOUR and MANPOWER

Research Division

84- 3041 /

FOREWORD

The tables in this report provide information on collective agreement settlements in Nova Scotia during the calendar year 1983. In particular, specific characteristics of these recent contract settlements are referenced for the purpose of identifying current trends in collective bargaining.

The single most important factor under which the collective bargaining process functioned during 1983 has been the rate of inflation and the wage restraint programs introduced by federal and provincial governments. The all-item Consumer Price Index from January through December 1983 rose 5.8 percent, compared to 10.8 percent in 1982. In all tables the numbers in parentheses represent statistics from the previous year.

It should be noted that 43 agreements representing 4,342 employees were not included in the 3rd quarter report on Wage Changes in Collective Agreement Settlements in Nova Scotia. They are included in this report for summary purposes.

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April, 1984

TABLE OF CONTENTS

		PAGE
FOREWORD		1
TABLE I:	DISTRIBUTION OF COLLECTIVE AGREEMENT SETTLEMENTS BY CONTRACT DURATION AND INDUSTRY	3
TABLE II:	DISTRIBUTION OF COLLECTIVE AGREEMENT SETTLEMENTS IN NOVA SCOTIABY INDUSTRY AND SETTLEMENT STAGE AND INDUSTRY	5
TABLE III:	DISTRIBUTION OF COLLECTIVE AGREEMENT SETTLEMENTS BY SETTLEMENT STAGE AND CONTRACT DURATION	7
TABLE IV:	DURATION OF CONTRACT NEGOTIATIONS IN COLLECTIVE AGREEMENT SETTLEMENTS	9
TABLE V:	AVERAGE BARGAINING UNIT SIZE BY DURATION OF NEGOTIATIONS	11
	TECHNICAL NOTES	12

COMMENTS ON TABLE I:

During 1983 there were 309 collective agreement settlements brought to the attention of the Nova Scotia Department of Labour and Manpower. Approximately 24,736 employees were involved, -- an increase of 49.1 percent from 1982. The number of signed agreements increased from 214 in 1982 to 309 in 1983 -- a rise of 44.4 percent.

The Service sector contained the largest number of negotiated settlements -- accounting for 45.6 percent of the all-industry total. The Manufacturing sector followed with 21.4 percent; the Trade sector with 16.8 percent; the Public Administration sector with 11.0 percent; and, Transportation, Communication and Other Utilities with 4.2 percent. The Mining sector accounted for 1.0 percent of all settlements.

One-year agreements accounted for 54.7 percent of all signed contracts; two-year agreements for 39.8 percent. Three-year agreements accounted for 5.5 percent of negotiated collective agreements in 1983.

TABLE I:

DISTRIBUTION OF COLLECTIVE AGREEMENT SETTLEMENTS BY CONTRACT DURATION AND INDUSTRY

	One Year Agts		Two Year Agts		Three Year Agts		All Agts	
	Agts	Emps	Agts	Emps	Agts	Emps	Agts	Emps
	12	3191	47	3979	7	558	66	7728
Manufacturing	(15)	(1823)	(36)	(5127)	(6)	(636)	(57)	(7586)
	-	-	3	300	-	-	3	300
Mines	(-)	(-)	(3)	(255)	(-)	(-)	(3)	(255)
	32	761	2	390	-	-	34	1151
Public Administration	(5)	(70)	(26)	(661)	(4)	(84)	(35)	(815)
	109	8222	27	1692	5	262	141	10176
Service	(28)	(1584)	(62)	(3831)	(4)	(214)	(94)	(5629)
	10	1351	38	942	4	75	52	2368
Trade	(3)	(80)	(12)	(297)	(1)	(55)	(16)	(432)
	6	479	6	2509	1	25	13	3013
Transportation, Comm. & Other Utilities	(1)	(1400)	(7)	(462)	(1)	(15)	(9)	(1877)
	169	14004	123	9812	17	920	309	24736
All-Industry Totals	(52)	(4957)	(146)	(10633)	(16)	(1004)	(214)	(16594)

COMMENTS ON TABLE II:

The largest proportion of negotiated agreements (68.9 percent) settled during 1983 were reached at the Direct Bargaining Stage. A further 19.4 percent were settled by Conciliation and 9.1 percent by Post Conciliation Bargaining (P.C.R.). Post Conciliation Bargaining (W.S.) accounted for 2.6 percent of all settlements.

TABLE II:

DISTRIBUTION OF COLLECTIVE AGREEMENT SETTLEMENTS BY SETTLEMENT STAGE AND INDUSTRY

INDUSTRY	Direct Bargaining Agts	Direct Bargaining Emps	Conciliation Agts	Conciliation Emps	Conciliation Board Agts	Conciliation Board Emps	Post Conciliation Bargaining (P.C.R.) Agts	Post Conciliation Bargaining (P.C.R.) Emps	Post Conciliation Bargaining (W.S.) Agts	Post Conciliation Bargaining (W.S.) Emps	Industrial Inquiry Commission Agts	Industrial Inquiry Commission Emps	Mediation Agts	Mediation Emps	TOTAL Agts	TOTAL Emps
Manufacturing	34	5286	20	1351	-	-	9	673	3	418	-	-	-	-	66	7728
	(41)	(3575)	(6)	(690)	(1)	(142)	(7)	(673)	(2)	(2506)	(-)	(-)	(-)	(-)	(57)	(7586)
Mines	-	-	2	125	-	-	1	175	-	-	-	-	-	-	3	300
	(1)	(160)	(2)	(95)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(3)	(255)
Public Administration	29	1084	5	67	-	-	-	-	-	-	-	-	-	-	34	1151
	(14)	(340)	(12)	(198)	(2)	(15)	(7)	(262)	(-)	(-)	(-)	(-)	(-)	(-)	(35)	(815)
Service	120	9164	14	692	-	-	6	285	1	35	-	-	-	-	141	10176
	(47)	(1940)	(33)	(2418)	(1)	(45)	(12)	(1161)	(1)	(65)	(-)	(-)	(-)	(-)	(94)	(5629)
Trade	22	873	15	294	-	-	11	1127	4	74	-	-	-	-	52	2368
	(7)	(1823)	(1)	(14)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(1)	(8)	(16)	(432)
Transportation, Communication & Other Utilities	8	1155	4	1827	-	-	1	31	-	-	-	-	-	-	13	3013
	(7)	(1823)	(1)	(14)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(9)	(1877)
All-Industry Totals	213	17562	60	4356	-	-	28	2291	8	527	-	-	-	-	309	24736
	(117)	(8029)	(59)	(3538)	(4)	(202)	(28)	(2151)	(5)	(2666)	(-)	(-)	(1)	(8)	(214)	(16594)

COMMENTS ON TABLE III:

The previous two tables indicate a preference for one-year contracts as well as a preference for settling agreements at the Direct Bargaining level.

This table indicates that 84.6 percent of all one-year agreements were settled at the Direct Bargaining stage while, respectively, 49.6 percent and 52.9 percent of two and three-year agreements were settled by Direct Bargaining.

TABLE III:

DISTRIBUTION OF COLLECTIVE AGREEMENT SETTLEMENTS BY SETTLEMENT STAGE AND CONTRACT DURATION

DURATION	Direct Bargaining Agts	Direct Bargaining Emps	Conciliation Agts	Conciliation Emps	Conciliation Board Agts	Conciliation Board Emps	Post Conciliation Bargaining (P.C.R.) Agts	Post Conciliation Bargaining (P.C.R.) Emps	Post Conciliation Bargaining (W.S.) Agts	Post Conciliation Bargaining (W.S.) Emps	Industrial Inquiry Commission Agts	Industrial Inquiry Commission Emps	Mediation Agts	Mediation Emps	TOTAL Agts	TOTAL Emps
One Year Agreements	143	11844	17	1075	-	-	9	1085	-	-	-	-	-	-	169	14004
	(45)	(4672)	(-)	(-)	(1)	(45)	(4)	(169)	(2)	(71)	(-)	(-)	(-)	(-)	(52)	(4957)
	61	5147	38	3160	-	-	16	978	8	527	-	-	-	-	123	9812
Two Year Agreements	(83)	(4158)	(40)	(2442)	(3)	(157)	(17)	(1328)	(2)	(2540)	(-)	(-)	(1)	(8)	(146)	(10633)
	9	571	5	121	-	-	3	228	-	-	-	-	-	-	17	920
Three Year Agreements	(5)	(265)	(3)	(30)	(-)	(-)	(7)	(654)	(1)	(55)	(-)	(-)	(-)	(-)	(16)	(1004)
	213	17562	60	4356	-	-	28	2291	8	527	-	-	-	-	309	24756
All Agreements	(133)	(9095)	(43)	(2472)	(4)	(202)	(28)	(2151)	(5)	(2666)	(-)	(-)	(1)	(8)	(214)	(16594)

COMMENTS ON TABLE IV:

During 1983, the largest proportion of collective agreements were settled in less than 60 days (42.6 percent) followed by a period of 61 - 120 days (26.5 percent). Contracts that required 121 - 210 days to negotiate accounted for 23.5 percent of the 68 agreements on which the Department acquired information.

TABLE IV:

DURATION OF CONTRACT NEGOTIATIONS IN COLLECTIVE AGREEMENT SETTLEMENTS

DURATION OF NEGOTIATIONS	Manufacturing		Mines		Public Administration		Service		Trade		Trans., Comm., & Other Utilities		All Industry	
	Agts	Emps	Agts	Emps	Agts	Emps	Agts	Emps	Agts	Emps	Agts	Emps	Agts	Emps
Less Than 60 days	7 (9)	432 (447)	- (-)	- (-)	1 (4)	27 (53)	15 (16)	1267 (537)	2 (3)	11 (95)	4 (1)	1096 (22)	29 (33)	2833 (1154)
61 - 120 Days	7 (13)	656 (1207)	- (-)	- (-)	2 (9)	54 (227)	7 (12)	318 (705)	2 (1)	48 (33)	- (2)	- (1404)	18 (37)	1076 (3576)
121 - 210 Days	4 (2)	603 (78)	1 (1)	40 (60)	3 (10)	456 (315)	7 (12)	458 (860)	1 (-)	31 (-)	- (1)	- (315)	16 (26)	1588 (1628)
211 - 360 Days	- (4)	- (2665)	- (-)	- (-)	- (2)	- (11)	1 (8)	650 (422)	3 (-)	53 (-)	1 (-)	600 (-)	5 (14)	1303 (3098)
361 Days Or More	- (1)	- (50)	- (-)	- (-)	- (-)	- (-)	- (-)	- (-)	- (-)	- (-)	- (-)	- (-)	- (1)	- (50)
Totals	18 (29)	1691 (4447)	1 (1)	40 (60)	6 (25)	537 (606)	30 (48)	2693 (2524)	8 (4)	143 (128)	5 (4)	1696 (1741)	68 (111)	6800 (9506)

NOTE: In the above Table the duration of negotiations were not available for 241 contracts covering 18,177 employees.

COMMENTS ON TABLE V:

The average bargaining unit size for all industries during 1983 was 100 employees. In contrast, the average size was 86 in 1982 and 89 in 1981. Employee size ranged from 18 in the Trade sector to 339 in the Transportation, Communication and Other Utilities sector.

TABLE V:

AVERAGE BARGAINING UNIT SIZE BY DURATION OF NEGOTIATIONS AND INDUSTRY

DURATION OF NEGOTIATIONS	Manufacturing		Mines		Public Administration		Service		Trade		Trans., Comm., & Other Utilities		All Industry	
One Month Or Less	62	(50)	-	(-)	27	(13)	85	(34)	6	(32)	274	(22)	98	(35)
Two To Four Months	94	(93)	-	(-)	27	(25)	45	(59)	24	(33)	-	(702)	60	(97)
Five To Seven Months	151	(39)	40	(60)	152	(32)	65	(72)	31	(-)	-	(315)	99	(63)
Eight To 12 Months	-	(666)	-	(-)	-	(6)	650	(53)	18	(-)	600	(-)	261	(221)
12 Months Or More	-	(50)	-	(-)	-	(-)	-	(-)	-	(-)	-	(-)	-	(50)
Totals	94	(153)	40	(60)	90	(24)	90	(53)	18	(32)	339	(445)	100	(86)

TECHNICAL NOTES

Since the intended purpose of a settlement reporting system is to collate and expose information pertinent to collective bargaining, efforts will be directed at achieving a universal coverage of all settlements falling within the terms of reference of the Trade Union Act.

As the reports will be available on a monthly basis, the receipt of settlement data by a pre-determined date will unavoidably omit a certain number of settlements which occur during a particular reference period. However, information on these settlements will be published in following summaries as the data become available.

In the contract settlement reporting system the multiplicity of collective agreement provisions creates a situation where it becomes necessary to report information on only a selected number of the total contract provisions available. As a consequence, information on collective agreement settlements pertains to the major provisions or those items receiving greater emphasis and attention on current negotiations. Data on each settlement not only covers the more important provision in new collective agreements, but also includes the previously existant provision in brackets.

With considerable weight being placed on monetary issues in current negotiations, data showing increments in the base rate and skilled rate will be published. The base rate is defined as the lowest wage paid to a full-time employee in the bargaining unit. This rate excludes those employees on probation or part-time.

When the information is readily available, wage rates for skilled employees will also be included. The skilled rate generally refers to the highest paid employee in the collective agreement. The two rates of pay will enable the user to calculate wage increases for different classes of employees to determine an approximate average percentage increase in the contracts.

TECHNICAL NOTES (CONT'D)

In the classification of collective agreement settlements by stage, the following definitions have been applied:

DIRECT BARGAINING - parties to a collective agreement, after a notice by either party to commence negotiations of an existing or new contract, proceed to conclude a new settlement at the bilateral level.

CONCILIATION - parties request the assistance of a conciliation officer in contract negotiations. Mediation frequently is used in the same context, but its application is more prevalent to disputes which occur while contracts are in effect.

CONCILIATION BOARD - formal intervention of a three-man conciliation board at the request of the respective parties.

POST CONCILIATION BARGAINING (P.C.R.) - a collective agreement settlement reached after a consiliation officer or conciliation board has submitted a conciliation report to the Minister of Labour and Manpower and prior to a legal workstoppage.

POST CONCILIATION BARGAINING (W.S.) - settlements attained via the service of a conciliation officer during a legal workstoppage.

INDUSTRIAL INQUIRY COMMISSION - the establishment of a special inquiry, by the Minister of Labour and Manpower, into industrial disputes.

The data produced in this publication, both settlements and workstoppages, refers to collective bargaining developments covered directly by the Trade Union Act of Nova Scotia. As such, reference in this publication specifically omits information on collective bargaining that would pertain to the jurisdiction of the Federal Government.

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